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14. ABSTRACT The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing. The second year of this study has been focused on data collections and data management. We have successfully administered surveys and interviews (focus groups) to six different military bases (Fort Bragg, Fort Campbell, Fort Bliss, Fort Hood, Fort Shafter, Fort Huachuca). Data collections began July 2013. We were also been approved to administer surveys and interviews to the Arizona National Guard. This data collection started June 2013.					
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## INTRODUCTION

Approximately 8.9% of the U.S. Army is made up of dual-military members. Individuals who are in dual-military marriages not only have many demanding roles, but the roles are more likely to spillover between their work and their family. Research on the work-family interface has repeatedly shown that work-family spillover can lead to both negative and positive outcomes. There has been much research that has examined work and family experiences in the military. However there have been very few studies that have examined the health and wellbeing of individuals in dual-military marital relationships. The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing.

## BODY

I have just begun to examine my data. Listed below are the Aims of the research protocol. In the next report, through both our quantitative and qualitative analyses I hope to provide a more in depth review related to the four aims.

Aim 1. Determine what work and family events affect dual-military marriage individuals' work and personal health and wellbeing

Aim 2. Identify groups (e.g., sex, rank) within dual-military marriages that are uniquely affected by being in a dual-military marriage and assess why these differences are present

Aim 3. Examine how the Army can buffer the negative consequences of stress and how the Army can help individuals deal with stress that comes with being in a dual-military marriage.

Aim 4. Assess how Army personnel can deal with work and family stressors so they can be healthy Army enlisted personnel and officers.

*Initial Findings.* The initial findings have focused on Aim 2. We have conducted initial analyses and were able to write up some initial reports for APA. In one paper (Huffman, Barbour, Miley & Klinefelter, 2014) we examined whether dual-military women, when compared to dual-military men, experience different work-family support mechanisms that could result in decreased wellbeing. Results showed that men ( $M=2.74$ ,  $SD=0.43$ ) experienced higher levels of wellbeing than women ( $M=2.58$ ,  $SD=0.40$ ,  $F_{(1,132)}=5.89$ , partial  $h^2=.04$ ). Additionally, men reported that their supervisors provided more supportive behavior for three of the four types of FSSB (emotional, role model, instrumental). Results of the Bootstrap estimation (Preacher & Hayes, 2004) indicated that these FSSB factors mediated the relationship between gender and wellbeing. Please see table below for analysis information.

Table 1  
Correlations

	<i>M</i>	<i>SD</i>	1	2	3
1. Gender	-	-	-		
2. Well-being	3.0	3.0	.75	.89	
3. FSSB	3.0	3.0	.75	.75	.92

\*  $p < .05$ ; \*\*  $p < .001$  *Note.* Reliabilities are on diagonal; FSSB = Family Supportive Supervisor Behaviors

Table 2  
*Bootstrap Mediation Analysis*

	Effect	SE	CI <sup>95%</sup>	
			LLCI	ULCI
FSSB	.17	.01	.09	.33

\*  $p < 0.05$ , \*\*  $p < 0.01$

In the second paper (Huffman, Miley, Klinefelter, & Vargas, 2014), we proposed that both dual-career and dual-military personnel possess similar levels of work resources and work demands. So although the groups experience *unique* resources and demands, they are both equally at risk to role conflict. However, we expect that differences in the two groups would emerge on how WFC impacts important outcomes, such as job performance and family satisfaction. We hypothesized that WFC would have a more detrimental effect for dual-career couples than dual-military couples for both job performance and family satisfaction. As expected, an ANOVA showed no significant differences in WFC between groups ( $F(1, 254) = 0.10$ ,  $p = .75$ , partial eta squared = .00). Difference test between two independent  $r$ s showed differences in strength for WFC-job performance relationship for dual-career (WFC-T  $r = -.22$ ; WFC-S  $r = -.27$ ;  $z = 2.0$ ) and dual-military (WFC-T  $r = .01$ ; WFC-S  $r = -.03$ ;  $z = 1.8$ ). Finally, the WFC-family satisfaction relationship was similar for both samples. Please see table below for analysis information.

Table 1

*Descriptive Statistics by Dual-Career and Dual-Military Status*

	Mean	SD	1	2	3	4	5	6
1. Number of Children	1.39	.49	--	.078	.010	.050	-.071	-.081
2. Sex	1.10	.30	.072	--	-.025	.113	.080	-.115
3. Time-based WFC	3.78	.98	.023	-.049	--	.604**	.005	-.325**
4. Strain-based WFC	3.03	1.00	-.039	.000	.559**	--	-.029	-.473**
5. Performance	4.19	.64	.057	.073	-.221*	-.274**	--	.256**
6. Job Satisfaction	3.22	1.02	.056	.094	-.422**	-.279**	.184*	--
Mean			1.46	1.47	3.67	3.05	4.31	3.16
SD			.50	.50	1.02	1.10	.64	.98

*Note.* Dual-career is displayed on left diagonal and dual-military is displayed on right diagonal; \*Correlation is significant at the 0.05 level (two-tailed); \*\* Correlation is significant at the 0.01 level (two-tailed);  $N = 302$

## **Status of Tasks**

1. Table A provides an update on the 31 tasks listed within the statement of work

*Table 1. Projected Timeline of Study*

<b>Task #</b>	<b>Task</b>	<b>Time – Quarters</b>	<b>Update (October 2014)</b>
Task 1	Obtain HRPS approval	Q1.1, Q1.2	<i>Complete: HRPS was approved. When needed– amendments are submitted. Most of the amendments have been letters of support from commanders</i>
Task 2	Hire Research Coordinator	Q1.1	<i>Complete: Research coordinator was hired</i>
Task 3	Updated Literature Review	Q1.1	<i>Completed; always being updated</i>
Task 4	Site Visit (USAMRMC)	Q1.2	<i>Completed: Attended the IPR – August 2012</i>
Task 5	Interview Protocol	Q1.2	<i>Completed: Interview protocol was completed, and revised as necessary</i>
Task 6	Initiate Communications with organizations	Q1.2	<i>Complete: Communications were initiated, and are ongoing</i>
Task 7	Survey Instrument Development	Q1.2	<i>Survey instrument was developed</i>
Task 8	Qualitative Software Training	Q1.2	<i>Complete: Training has been completed.</i>
Task 9	Interview Training	Q1.2	<i>Complete: Training has been completed</i>
Task 10	Interview Phase Scheduling	Q1.2 <sup>1</sup>	<i>Complete: Interviews have been scheduled, and most are complete</i>
Task 11	Qualitative Software Training	Q1.2	<i>Complete: Training has been completed.</i>
Task 12	Data Collection Scheduling	Q1.2, 1.3	<i>Complete: Data collections have all been scheduled.</i>
Task 13	Pilot Interview Questions	Q1.3	<i>Complete: Interview Questions – piloted</i>
Task 14	Pilot Survey Questions	Q1.3	<i>Complete: Survey Questions – piloted</i>
Task 15	Data Collection - Interview Personnel	Q1.4, 2.1, 2.2	<i>Ongoing; We have completed 25 thus far.</i>
Task 16	Data Collection – Quantitative	Q1.4, 2.1, 2.2	<i>Ongoing; We have collected 1297 married personnel who have completed the survey.</i>
Task 17	DoD Program Review – year 1	Q1.4	<i>Completed report (June 2013)</i>
Task 18	Submit yearly local IRB continuation	Q1.4	<i>IRB submitted</i>

Task 19	Qualitative Transcription	Q2.1, 2.2	<i>In progress; established qualitative lab, designed protocols. Most transcriptions are complete.</i>
Task 20	Report Update of Research	Q2.1	<i>Quarterly reports submitted every quarter</i>
Task 21	Qualitative Analysis	Q2.2, 2.3	<i>In progress; qualitative consultant analyzing preliminary data</i>
Task 22	Site Visit (USAMRMC)	Q2.2	<i>IPR October 2013</i>
Task 23	Quantitative Analysis	Q2.2, 2.3	<i>In progress; current data sets have been sent to quantitative consultant for analysis</i>
Task 24	Enter, clean, and merge quantitative data	Q2.3, 2.4	<i>Completed</i>
Task 25	Present initial findings at APA 2013	Q2.3	<i>Data were not ready for conference submission</i>
Task 26	Submit yearly local IRB continuation	Q2.4	<i>Completed</i>
Task 27	Attend MHRF/other DCMRP sponsored meeting	Q2.4 <sup>2</sup>	<i>Have not attended meeting</i>
Task 28	DoD Program Review – year 2	Q2.4	<i>Currently under revision</i>
Task 29	Write-up	Q2.4, 3.1	<i>In progress</i>
Task 29	Submit findings to peer reviewed journal	Q3.2	<i>Not completed</i>
Task 30	Final Report	Q3.2	<i>Not completed</i>
Task 31	Present findings at APA 2014	Q3.3	<i>Completed</i>

<sup>1</sup>Will initiate with HRP approval, <sup>2</sup>Exact time will be determined when appropriate conference is identified.

Breakdown of quarters under current schedule with grant beginning Feb 15:

Q1.1: Feb 2012 – Apr 2012

Q2.1: Feb 2013 – Apr 2013

Q3.1: Feb 2014 – Apr 2014

Q1.2: May 2012 – Jul 2012

Q2.2: May 2013 – July 2013

Q3.2: May 2014 - Jul 2014

Q1.3: Aug 2012 – Oct 2012

Q2.3: Aug 2013 – Oct 2013

Q3.3: Aug 2014 – Oct 2014

Q1.4: Nov 2012 – Jan 2013

Q2.4: Nov 2013 – Jan 2014

## **Dyadic Data**

Currently we have 73 dyads (married couples). This was probably one of the bigger challenges that we have encountered. We have two data collections left. We will be focusing on obtaining more dyads in these two final data collections. Working closely with our POC's at the next two data collection locations, we have ensured that as many current dual-military personnel as possible are in attendance for survey administration. We also updated our research support request that was sent to the posts we will be visiting to include an invitation for both members of a dual-military couple to attend. Protocols for reaching out to dual-military spouses post data collection to complete an online survey have been revised to yield more respondents.

## **Demographic Data for Enrolled Subjects**

Table 2 provides a breakdown of the data we have collected thus far:

*Table 2. Demographic data*

	Married: Dual-Military	Married: Not Dual Military
N	321	978
Sex	Male: 50% Female: 50%	Male: 89% Female: 11%
Rank	E1 – E4: 38% E5 – E9: 42% O1 – O6: 18% W1-W5: 2%	E1 – E4: 37% E5 – E9: 52% O1 – O6: 3% W1-W5: 8%
Race	White: 54% Black/African American: 18% Hispanic: 17% Asian: 4% Pacific Islander: 2% Native American: 4% Other: 1%	White: 63% Black/African American: 16% Hispanic: 14% Asian: 3% Pacific Islander: 1% Native American: 2% Other: 1%
Children Status	Has Children: 50%	Has Children: 74%

*Qualitative Data.* We have conducted 25 focus groups and have completed the transcription of the interviews. The research team is just beginning to code and analyze these data. We do not have enough of the task completed to speak to themes and general findings.

*Recommended Future Work.* At the March 2014 MOMRP meeting, Dr. Koehlmoos' expressed the need to extend this research to Marine Corps personnel. Although there is very little research on Marine Corps personnel, it appears that dual-military Marine Corps personnel do experience unique challenges and related negative consequences. Currently 7.9% of married Marine Corps personnel are in dual military marriages (Office of the Deputy Assistant Secretary of Defense, 2012). Additionally, 61.6% of married female Marine Corps members are in dual military marriages, the highest percentage of all service branches (Office of the Deputy Assistant Secretary of Defense, 2012). Arnenstein (2011) reported that the divorce rate was higher for Marine Corps officers who were in dual military marriages when compared to Marine Corps officers who were not in dual military marriages. With this in mind, I intend to follow up on this research population and submit a grant focused on Marine Corps personnel.

## KEY RESEARCH ACCOMPLISHMENTS

- Initial results suggest that women are not provided with similar support mechanisms that are afforded to men



- Work-family boundaries are more flexible for dual-military couples than for dual-career couples, allowing for more work-family management.
- Although both dual-career and dual-military couples experience role conflict, the effects on job performance (but not family satisfaction) were most detrimental for dual-career couples.

## REPORTABLE OUTCOMES

Huffman, A. H., Barbour, J., Miley, & Klinefelter, Z. (2014). *Dual-Military Marriages: Which Gender Receives the Supervisor's Support?* Poster accepted to the 122nd American Psychological Association Conference, Washington DC.

Huffman, A. H., Miley, Klinefelter, Z., Vargas, B. (2014). *Military and Family Boundaries: How Integration Buffers Dual Military Marriages.* Poster accepted to the 122nd American Psychological Association Conference, Washington DC.

## CONCLUSION

Thus far we have only begun to examine our data. In our initial analyses we found some interesting findings and associated implications. In the first conference paper, the findings that women are not provided with similar support mechanisms that are afforded to men could be problematic since gender differences at work have been shown to be attributed to the management of stress (Bellman, Forster, Still, & Cooper, 2003). If women in dual-military marriages are not offered support, they are at an additional disadvantage in the workplace when compared to men. The findings provide insight to the importance of family supportive supervisor behaviors for men indicating that when support was high the resultant wellbeing was high.

In our second conference paper, our results provide support for the contention that work-family boundaries are more flexible for dual-military couples than for dual-career couples, allowing for more work-family management. We found that although both dual-career and dual-military couples experience role conflict, the effects on job performance (but not family satisfaction) were most detrimental for dual-career couples. It could be that the resources gained from being in a dual military marriage (e.g., shared understanding of military expectations) could buffer the stressors of role conflict. Interestingly, for both groups there was a strong negative relationship between WFC and family satisfaction, suggesting that this buffering effect might not protect the family domain.

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*Which Gender Receives the Supervisor's Support?* Poster accepted to the 122nd American Psychological Association Conference, Washington DC.

Huffman, A. H., Miley, Klinefelter, Z., Vargas, B. (2014). *Military and Family Boundaries: How Integration Buffers Dual Military Marriages*. Poster accepted to the 122nd American Psychological Association Conference, Washington DC.

Preacher, K. J., & Hayes, A. F. (2004). SPSS and SAS procedures for estimating indirect effects in simple mediation models. *Behavior Research Methods, Instruments, and Computers*, 36, 717-731

## **APPENDICES**

Please find the following appendices:

Appendix A: curriculum vitae, pp. 7 - 25

Appendix B: conference submissions, pp. 26 - 35

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## EDUCATION

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- Ph.D. Texas A&M University, College Station, Texas. Industrial/ Organizational Psychology, December 2004.  
Dissertation: *An Examination of the Perceived Direction of Work-Family Conflict*
- M.Ed. University of Maryland, College Park, Counseling and Personnel Services, 1997.
- B.S. University of Maryland, University College, Psychology, 1997.
- B.A. San Diego State University, Political Science, 1989.

## RESEARCH INTERESTS

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Work-family issues; High stress occupations; Diversity Issues; Workplace environmental sustainability; Military issues

## PUBLICATIONS

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Note: Past and present students in bold.

### Refereed Journal Articles

- Huffman, A. H., **Van Der Werff, B. R.**, Henning, J. B., & Watrous-Rodriguez, K. (2014). When Do Recycling Attitudes Predict Recycling? An Investigation of Self-Reporting Versus Observed Behavior. *Journal of Environmental Psychology*, 38, 262-270.
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## BOOKS

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- Huffman, A. H., & Klein, S. (March 2013) *Green Organizations: Driving Change with IO Psychology*. New York, NY: Psychology Press (Edited Book).

## BOOK CHAPTERS

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- Huffman, A. H., Culbertson, S. S., & **Barbour, J.** (forthcoming). *Gender Roles in a Masculine Occupation: Understanding how Men and Women in the Military Differentially Negotiate the Work-Family Interface*. In Maura Mil's (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains*. New York, NY: Springer Publishing.
- Frevert, T.**, Culbertson, S. S., & Huffman, A. H. (forthcoming). *Recognizing Multiple Identities: The Importance of Gender and Race in Work-Family Research*. In Maura Mil's (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains*. New York, NY: Springer Publishing.
- Huffman, A. H., **Craddock, E.** & Culbertson, S. S. (forthcoming). *Navigating Dual-Military Marriages: Using an Exchange Strategy to Balance Multiple Roles*. In Kizzy M. Parks, Daniel P. McDonald, & Armando X. Estrada (Eds.) *Handbook of Military Psychology*. Philadelphia, PA: Taylor and Francis Group.

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## PRODUCTS UNDER REVIEW/REVISION

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- Huffman, A. H., Olson, K., O'Gara, T., & King, E. The Work-Family Interface and Gender Role Traditionalism among Fathers. Revise and Resubmit to *Journal of Managerial Psychology*.
- Leiva, P., Madrid, H., Huffman, A., & Barros, E. A Multilevel Model of Work Interfering with Family and Job Satisfaction: The Value of Group Emotional Support and Work Engagement. Under review at *Journal of Occupational Health Psychology*.

## GRANTS

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- Department of Defense U.S. Army Medical Research and Materiel Command (BAA-10-1)(2012 – 2014). *The Wellbeing of Army Personnel in Dual-Military Marriages*. (\$650,042)

APS Leadership Grant (2010). *Sustainability and Human Behavior* (\$4800).

APS Leadership Grant (2009). *Sustainability and Human Behavior* (\$5000).

Awarded Hooper Sustainability grant with student (Romanik; 2009). *An examination of attitudes towards sustainable transportation habits.*

Huffman, A. H. (2008). Work-Life Facilitation: How the Workplace can Influence “Green” Behavior and Attitudes of Employees Outside the Workplace. *Northern Arizona University Intramural Grant Program* (\$11,500).

Recipient (with Heidi Wayment) of 2008 Office of Teaching Resources in Psychology (OTRP) Instructional Resource Award, *It's About Time: Understanding the Psychology of Climate Change* (\$1,500).

Awarded Hooper grant with students (Dudney, Dundas, & Clark) and Heidi Wayment (2008), *It's About Time: Understanding the Psychology of Climate Change.*

Huffman, W. H., Huffman, A. H., & Begay, C. (2007-8). Addressing the Needs of Learners *E-learning Center, Northern Arizona University* (\$50,000).

Huffman, W. H., Huffman, A. H., & Begay, C. (2006-7). Addressing the Needs of Learners *E-learning Center, Northern Arizona University* (\$50,000).

Huffman, A. H. (2007). Work Place Experiences: The Effects of Employee Crossover on Employee Health. *Northern Arizona University Intramural Grant Program* (\$8,778.00).

Huffman, A. H., Jenson, A., & Youngcourt, S. S. (2006). Workplace Experiences: The effects of employee crossover on employee health. *Society of Industrial-Organizational Psychologist Small Grant* (\$4,000).

Huffman, A. H. (2006). Policing and the Work-Life Interface: Overcoming Barriers to Achieve Optimal Job Performance. *Northern Arizona University Intramural Grant Program* (\$10,030).

Payne, S. C., Huffman, A. H. (co-PI), & Henning, J. B. (2005). The Influence of Telework on Work-Family Balance and Organizational Effectiveness. *Society for Human Resource Management Foundation* (\$15,239.90).

Huffman, A. H., & Watrous, K. (2004). Understanding Employee Work-Life Balance in a Diverse Workforce. *Institutional Assessment and Diversity, Texas A&M University* (\$400)

Huffman, A. H. (2003). Sex Differences in Work-Family Conflict: A Meta-Analysis. *Women's Studies, Texas A&M University* (\$300).

## WORKS IN PREPARATION

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- Huffman, A. H., Culbertson, S. S., **Olson, K.**, & Matthews, R. A. Personality-Role Conflict Linkage Model: An Explanatory Model Describing Why Personality Affects Work-Family Conflict. Revise and Resubmit at the *Journal of Business and Psychology*.
- Huffman, A. H., & Culbertson, S. S. Financial or Family Support: What Support Mechanism Best Provides Latent Benefits for the Unemployed Worker? Preparing for the *Journal of Applied Psychology*
- Huffman, A. H., & Muse, L. Can Organizational Justice Temper the Negative Consequences of Organizational Change? An Examination of the Furlough-Turnover Intention Relationship. Preparing for the *Journal of Applied Psychology*.
- Huffman, A. H., & Henning, J. B. Work as a Pro-Environmental Agent: Recycling as a Boundary Spanning Behavior. Preparing for the *Journal of Environmental Psychology*.
- Greer, T. W., Payne, S. C., Huffman, A. H., Henning, J. B., & Rasumssen, J. L. The Untold Story: The Impact of Teleworking on Non-Teleworkers. Preparing for the *Journal of Vocational Behavior*.
- Culbertson, S. S., **Plemmons, S.**, Huffman, A. H., & Henning, J. B. Can conscientiousness explain the relationship between work ethic and job performance? A multidimensional perspective.

#### NON-REFEREED ARTICLES

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- Klein, S., Sanders, A. M., & Huffman, A. H. (2011). Green Outcomes: Partnering with Organizations to Demonstrate Unintended Eco-Benefits *The Industrial-Organizational Psychologist*, 48, 39-46.
- Huffman, A. H., Watrous-Rodriguez, K. M., Henning, J. B., & **Berry, J.** (October, 2009). "Working" through environmental issues: The role of the I/O psychologist. *The Industrial-Organizational Psychologist*, 47, 27 - 35.
- Payne, S. C., Henning, J. B., & Huffman, A. H. (2008, June). The influence of telework on work-family balance and job performance. Final report submitted to the Society for Human Resource Management Foundation.
- Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2003). The importance of a family-friendly work environment for increasing employee performance and retention. *Proceedings of the 45<sup>th</sup> Annual Conference of the International Military Testing Association* (pp. 177-198), Pensacola, FL.
- Adler, A. B., Wright, K. M., Huffman, A. H., Thomas, J. L., & Castro, C. A. (2002). Deployment cycle effects on the psychological screening of soldiers. *U.S. Army Medical Department Journal*, 4/5/6, pp. 31-37.
- London, R. S., & Huffman, A. H. (2002). The impact of commuter war on military personnel. *Military Medicine*. 167, 602-605.



- Wright, K. M., Huffman, A. H., Adler, A. B., & Castro, C. A. (2002). Psychological screening program overview. *Military Medicine*, 167, 853-861.
- Castro, C. A., Adler, A. B., Huffman, A. H., & Belenky, G. (2000, May-June). Maintaining the health and well-being of senior leaders in the Army through medical research. *Army AL&T*, 12-13.
- Castro, C.A., Bienvenu, R., Huffman, A.H., & Adler A.B. (2000). Soldier dimensions and operational readiness in U.S. Army forces deployed to Kosovo. *International Review of the Armed Forces Medical Services*, 73, 191-200.
- Huffman, A.H., Adler, A.B., Castro, C.A., & Dolan, C. (2000). Retention and the U.S. army officer in Europe. *Proceedings of the 42<sup>nd</sup> Annual Conference of the International Military Testing Association*, Edinburgh, UK.
- Huffman, A. H., Adler, A. B., Calhoun, M., & Castro, C. A. (2000). Measuring sleep and work demands in U.S. Army senior leaders. *Journal of Sleep Research*, 9, Supplement 1, 87.
- Martinez, J. F., Huffman, A. H., Castro, C. A., & Adler, A. B. (2000, September). Assessing psychological readiness in U.S. soldiers following NATO operations. *International Review of the Armed Forces Medical Services*, 73, 139-142.

## SELECTED PRESENTATIONS

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2014

- Irving, L., Parsons, G., Ann Huffman, A., & Birkett, M. (2014). *Rate my professors.com and Teachers' Self-Perceptions*. Poster accepted to the 6th International Conference on Psychology Education, Flagstaff, AZ.
- Huffman, A. H., **Barbour, J., Miley, & Klinefelter, Z.** (2014). *Dual-Military Marriages: Which Gender Receives the Supervisor's Support?* Poster accepted to the 122nd American Psychological Association Conference, Washington DC.
- Huffman, A. H., **Miley, Klinefelter, Z., Vargas, B.** (2014). *Military and Family Boundaries: How Integration Buffers Dual Military Marriages*. Poster accepted to the 122nd American Psychological Association Conference, Washington DC.
- Gardner, A.W., Huffman, A. H., **Parsons, G., Washburn, S., & Klinefelter, Z.** (2014). *Family-Work Conflict of Parents of Children with an Autistic Spectrum Disorder*. Poster submitted to the 122nd American Psychological Association Conference, Washington DC.
- Huffman, W. H., Huffman, A. H., **Tackett, S., & Collinsworth, B.** (2014). *Attention Divided: Understanding Predictors of Texting in Different Situations*. Poster accepted to the 122nd American Psychological Association Conference, Washington DC.

Huffman, A. H., & Henning, J. H. (2014). *The role of social networks on positive work-family interactions*. Symposium presented at the 29th Annual Conference, Society for Industrial and Organizational Psychology, Honolulu, HI.

Huffman, A. H., & Perry, M. (2014). *Predictors, Consequences, and Sustainability of Family Supportive Supervisor Behavior*. Symposium presented at the 29th Annual Conference, Society for Industrial and Organizational Psychology, Honolulu, HI.

## 2013

Demir, M., Huffman, A. H., Wayment, H. A., & Force, Z. *Workplace: Getting by With a Little Help From my Friends*. Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Demir, M., Huffman, A. H., Wayment, H. A., & Goodman, A. *Exchange Relationship or Identify at Work: What Predicts Happiness?* Poster submitted to the 121st American Psychological Association Conference, Honolulu, HA

Huffman, W. H., Huffman, A. H., & Berry, J. *Efficiency and Learning Goal Orientation: Why Internal Motivators Lead to Environmentally Sustainable Behavior* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Huffman, W. H., Huffman, A. H., Perry, M., & Barbour J. *Students' Texting Behavior: What Role Does Narcissism Play?* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Olson, K., Huffman, A. H., Culbertson, S. S., Perry, M., & Lucius, T. *A Fine-Tuned Analysis of Behavior-Based Work-Family Conflict*. Poster accepted to the 121<sup>st</sup> annual meeting of the American Psychological Association, Waikiki, HA.

Huffman, A. H., & Frevert, T. *The Mechanisms of Crossover in Dual-Earner Couples* Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

Klein, S., & Huffman, A. H. *New Perspectives in Green Organizations: Driving Change with I-O Psychology*. Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

## 2012

Brower, M., Boxley, K., Funk, S., Wayment, H., & Huffman, A. (2012). *Is Self-Focus or Concern for Others better for Psychological Health?* Poster accepted to the Annual Conference, Western Psychological Association, San Francisco CA.

Huffman, A. H., Sanders, A. M., & Culbertson, S. S. (2012). *Work-Family Research has a Public Relations Problem: Moving from Organizational Nicety to Necessity*. Paper presented at the Work and Family Researchers Network.

Klein, S., Huffman, A. H., & Duffy A. (2012) *Idea, Proposal, Contract, Book: Editor Perspectives*. Roundtable presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Huffman, A. H., & Culbertson, S. S. (2012). *The role of social networks on positive work-family interactions*. Symposium presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Sanders, A. M., & Huffman, A. H. (2012). *Common work-family policies providing multi-level organizational and environmental benefits*. Paper presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Huffman, A. H., Muse, L., **Ganser, G., Berry, J., Romanik, S.** (2012). *Making Negative a Positive: Furloughs, Family Benefits, and Job Satisfaction*. Poster presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

2011

Huffman, A. H., Huffman, W. H., **Wells, S., & Oden, A.** (2011, August). *Strategies to Increase Environmental Sustainable Behaviors Among College Freshmen*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Huffman, A. H., Huffman, W. H., & **Schwarz, S.** (2011, August). *Motivation and Difficulty of Task: Key Factors in Completing Environmental Sustainability Behavior*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

**Oden, A., Wells, S., Fritz, A., Huffman, B. H., & Huffman, A. H.** (2011, August). *Developing an Education Module to Reduce Student Electricity Use*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Huffman, A., Klein, S., & Willness, C. (2011, April). *Environmental Sustainability*. Community of Interest to be facilitated at the 26th Annual Conference, Society for Industrial and Organizational Psychology, Chicago.

Huffman, A. H., & Culbertson, S. S. (2011, April). *Using Experimental Design to Understand Work-family Conflict*. In A. H. Huffman & S. S. Culbertson *Researching Outside the Box: Exploring Work-family Research beyond Cross-sectional Approaches*. Symposium presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Huffman, A. H., Muse, L., & **Mayon, A.** (2011). *Organizational Players as Mediators of the Furlough-Turnover Intention Relationship*. Poster presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Romanik, S., Huffman, A.H., & Perks, C. (2011, April). *Breaks with Coworkers: A Mechanism to Enhanced Performance*. Poster presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Madrid, H. P., Leiva, P., & Huffman, A. H. (2011, April). *The Examination of Group Level Support and Work-Family Conflict*. In D. Majors *Advances in Understanding Work-Family Coping*. Paper presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Greer, T. W., Payne, S. C., Huffman, A. H., Henning, J. B., & Rasmussen, J. L. (2011). *The untold story: The impact of teleworking on non-teleworkers*. In V. Morganson (Chair) *Telework from all angles*. Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Nadel, M., Wayment, H., & Huffman, A. H. (2011, January). *Help or Hindrance: The impact of technology on interpersonal relationships*. Poster presented at the The 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Nadel, M., Anderson, M., Huffman, A. H. & Wayment, H. (2011, April). *Friend me: Identity style and online social behaviors*. Poster presented at the the 91st Annual Meeting of the Western Psychological Association, Los Angeles, CA.

2010

Hopkins, J. D., Huffman, A. H., & Ragsdale, G., & Young, M. (2010, August). *Conflicting Identities: The Role of Self-Consistency in Work-School Conflict*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, W. H., Ham, B., Miley, B., & Huffman, A. H. *Goal Orientation as a Mediator between Personality and Computer Ability*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, A. H., Henning, J. B., & Marum, K. *An Examination of the Benefits of an Organizational Green Climate*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, A. H., Hascall, K., Martinez, S., & Culbertson S. S. *How Self-Reported Work-Family Conflict Affects Perceptions of Others' Work-Family Conflict*. Paper presented to the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Olson, K., Huffman, A. H., & Estrada A. X. (2010, August). *The Work-Family Interface and Gender Role Traditionalism among Fathers*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Romanik, S., Huffman, A. H., Hopkins, J., & Schwarz, S. (2010, August). *Sustainable Transportation Habits: The Effects of Stigma on Bus Ridership*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

- Huffman, A. H., & Culbertson, S. S. (Co-Chair) (2010, April). Going Beyond Traditional Conceptualizations within Work-Family Research. Symposium presented to 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Huffman, A. H., & Henning, J. B. (2010, April). Work-Family Facilitation: Work as a Pro-Environmental Agent. In A. Sanders & A. H. Huffman *Toward Greener Organizations: How Can I/O Help?* Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Sanders, A., & Huffman, A. H. (Co-Chair). (2010, April). *Toward Greener Organizations: How Can I/O Help?* Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Culbertson, S. S., Huffman, A. H., Payne, S. C., Koehly, L., & Castro, C. A. (2010, April). Examining Work-Family Conflict: Initial Impact versus Exposure Time Effects In R. Matthews (Chair) *Designing effective longitudinal work-family research: Practical lessons learned*. Symposium presented to 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Henning, J. B., Jarrett, S. M., Glaze, R. M., Huffman, A. H., & Watrous-Rodriguez, K. M. Boundary management strategies and work-family balance. Poster presented to the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

## 2009

- Van Der Werff, B. R., Huffman, A. H., Antman, S., & Howk, A.** (2009, August). *Little green lies: Factors influencing the measurement of recycling behavior*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.
- Wayment, H. A., Huffman, A. H., & **Hopkins, J. D.** (2009, August). *Forgiving and helping a transgressor: Gender, perceived similarity, and empathy*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.
- Huffman, W. H., & Huffman, A. H. (2009, August). *Beyond basic study skills: The use of technology for success in college*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.
- Frevert, T. K., Huffman, A. H., & Hopkins, J. D.** (2009, August). *Beyond pay scales: What are job titles really categorizing?* Proposal presented at the 117<sup>th</sup> annual meeting of the American Psychological Association, Toronto, Canada.
- Berry, J., Huffman, A. H., Payne, S. C., & Ragsdale, G. E.** (2009, April). *Directionality of work-family conflict: The role of impression management*. Poster presented at the 24<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.
- Henning, J. B., Huffman, A.H., & Elandt, A. (2009, April). *The Theory of Planned Behavior and corporate volunteerism*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Henning, J. B., & Huffman, A. H. (Chairs). (2009, April). *Community volunteerism and the paid work environment*. Symposium presented to 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H. (Chair). (2009, April). *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented to the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H. (Chair). (2009, April). *“Working” through environmental issues: The role of the I/O psychologist*. Symposium presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Frevert, T. K., Huffman, A. H., Thompson, H. M., & Henning, J. B.** (2009, August). Selecting the best: Volunteer work experience versus paid work experience. Poster accepted at the 117<sup>th</sup> annual meeting of the American Psychological Association, Toronto, Canada.

Watrous-Rodriguez, K. M., Huffman, A. H., Henning, J. B., & **Berry, J.** (2009, April). Our workplace – our world: I/O psychology and sustainability. In A. H. Huffman (Chair) *“Working” through environmental issues: The role of the I/O psychologist*. Symposium presented to 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Olson, K., Huffman, A. H., & Leiva, P.** (2009, April) Values and work-family conflict: Examining Hispanic and non-Hispanic employees. In A. Huffman (Chair), *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented at 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H., & **Berry, J.** (2009, April) Work-family conflict and organizational outcomes: The role of social support. In L. Muse, C. Mollett, A. Huffman (Chairs), *A multi-disciplinary examination of social support and the work-family interface*. Symposium presented at International Community, Work and Family Conference, Utrecht, the Netherlands.

## 2008

Henning, J. B., Payne, S. C., & Huffman, A. H. (2008, April). The influence of telework on work-family balance and job performance. Poster session presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Henning, J. B., Huffman, A. H. & **Frevert, T.** (2008). All in a Day's Work: Do Key Job Outcomes Differ Between Paid Workers and Non-Paid Volunteers? Paper presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

Huffman, A. H., Youngcourt, S. S., **Olson, K., Berry, J., & Larson, N.** (2008, April). Role expectations, coping, and stress: Why personality affects work-family conflict. Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Huffman, A. H., Youngcourt, S. S., **Moncher, C. M., Henning, J. B., & Goh, A.** (2008, August). *Work and family experiences over time: Why key life stages influence work-family conflict.* Paper presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

Huffman, A. H., Henning, J. B. & **Frevert, T.** (2008, April). *Organizational commitment in a volunteer workforce.* Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Youngcourt, S. S., Huffman, A. H., Alden-Anderson, R., Weyhrauch, W., & Tubré, T. C. (2008, April). *Leader-member exchange and work-family interactions: The mediating role stress.* Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

King, E., Bonfield, W., Hebl, M., & Huffman, A. H. (2008, April). Work, family, and organizational advancement: Does balance support the advancement of mothers? In D. Major (Chair), *Exploring linkages between diversity and work-family research.* Symposium presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

## 2007

**Moncher, C., & Huffman, A. H.** (2007, August). The role of support in organizational commitment in law enforcement. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

Huffman, W. H., Huffman, A. H., **Grochocki, A., & Steil, M. K.** (2007, August). Technology in the classroom: The influence of gender roles on perceived abilities. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

Huffman, W. H. & Huffman, A. H. (2007, May). Student technological mastery: It's not just the hardware. Presentation presented at the EDUCAUSE Western Regional Conference, San Francisco, CA.

Huffman, A. H., Youngcourt, S. S., Henning, J. B., **Moncher, C., & Goh, A.** (2007, April). The work-family interface in an aging workforce. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

**Plemmons, S., Huffman, A. H., Youngcourt, S. S., & Henning, J. B.** (2007, April). Work ethic as a predictor of performance. Poster presented at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, New York, NY.

## 2006

Huffman, A. H., King, E., Watrous, K. M., Payne, S. C., & Youngcourt, S. S. (2006, May). *It's not just about sex: Gender-specific roles predict work-family conflict.* Poster presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Henning, J. B. & Huffman, A. H. (2006, May). *Telework and work-family conflict: The role of interruptions and support*. Poster presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Henning, J. B. & Huffman, A. H. (2006, August). *Performance for the public concern: Understanding volunteer performance in a for-profit world*. Best paper proceedings for the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

## 2005

Benzer, J., Huffman, A. H., & Payne, S. C. (2005, July). *When do turnover intentions predict turnover in the military?* Poster presented at the 113<sup>th</sup> American Psychological Association Convention, Washington, DC.

Huffman, A. H., & Watrous, K. (2005, April). Understanding employee work-life balance in a diverse workforce. In K. Watrous & W. Reichman (Chairs), *Workplace diversity: Exploring the work experiences of LGBT employees*. Symposium for the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.

Youngcourt, S. S., & Huffman, A. H. (2005, July). *Personality influences of work-family conflict: Results of a lab study*. Poster presented at the 113<sup>th</sup> American Psychological Association Convention, Washington, DC.

## 2004

Huffman, A. H., Youngcourt, S. S., Watrous, K. M., Lemon, S., & Payne, S. C. (2004, August). Work-family conflict and sex differences: A meta-analytic study. In W. J. Casper & M. Streich (Chairs), *The role of individual difference variables in understanding work-family conflict*. Symposium presented at the 64<sup>th</sup> annual meeting of the Academy of Management, New Orleans, LA.

Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2004, April). *Measuring role conflict in the work and nonwork domains*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Huffman, A. H., Payne, S. C., Castro, C. A., & Koehly, L. M. (2004, July). *Work-family conflict of Army soldiers over time*. Poster presented at the 112<sup>th</sup> American Psychological Association Convention, Honolulu, HI.

Huffman, A. H., Payne, S. C., & Casper, W. J. (2004, April). A comparative analysis of work-family balance: Single-earner versus dual-earner family employees. In S. C. Payne & A. H. Huffman (Chairs), *The work-family interface over time: Longitudinal studies of work-family relationships*. Symposium presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Leiva, P. I., Gaulke, K. M., Watrous, K. M., Huffman, A. H., Payne, S. C., & Webber, S. S. (2004, April). Personality correlates of commitment: An investigation of two foci of commitment.



In M. E. Bergman (Chair), *Organizational commitment: Construct refinements and expansions*. Symposium presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Watrous, K., Huffman, A. H., & Pritchard, R. (2004, April). *Turnover as a predictor of performance and the moderating effects of shared values*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Youngcourt, S. S., Huffman, A. H., Schrupf, B. (2004, July). *Family-friendly policies and work-life conflict and stress*. Poster presented at the 112<sup>th</sup> American Psychological Association Convention, Honolulu, HI.

### 2003

Huffman, A. H., Payne, S. C., & Castro, C. A. (2003, April). *Time demands, work-family conflict and turnover: Does gender matter?* Poster presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2003, November). *The importance of a family-friendly work environment for increasing employee performance and retention*. Paper presented at the annual conference of the International Military Testing Association, Pensacola, FL.

Payne, S. C., & Huffman, A. H. (2003, April). *Longitudinal vs. cross-sectional examination of the development of organizational commitment*. Poster presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.

### 2002

Huffman, A. H., & Payne, S. C. (2002, August). *A longitudinal examination of the influences of mentoring on the organizational commitment and turnover of U.S. army officers*. Paper presented at the annual meeting of the Academy of Management, Denver, CO.

### 2001

Dolan, C. A., Huffman, A.H., Adler, A.B., Wright, K.M., Thomas J.L. & Castro, C.A. (2001, May) *Coping with the stress of a military deployment: Psychological and physical health*. Poster presented at the Stress and Anxiety Research conference, Mallorca, Spain.

Huffman, A. H., Adler, A. B., Dolan, C., & Castro, C. A. (2001). *The impact of operations tempo on turnover intentions and behavior of U.S. Army personnel in Europe*. Paper presented at the annual conference of the American Psychological Association, San Francisco, CA.

### 2000

- Bienvenu, R. V., Adler, A. B., Huffman, A. H., & Castro, C. A. (2000, August). *Psychological impact of the Kosovo deployment in the U.S. Army*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Castro, C. A., Bienvenu, R. V., Huffman, A. H., & Adler, A. B. (2000, May) *Soldier dimensions and operational readiness in U.S. Army Forces deployed to Kosovo* (Abstract, p. 8). Paper presented at the 33<sup>rd</sup> Congress of International Military Medicine, Helsinki, Finland.
- Castro, C. A., Huffman, A. H., Dolan, C. A., Bienvenu, R. V., & Adler, A. B. (2000, May). *Working in the zone: Maintaining optimal readiness in U.S. soldiers*. Paper presented at the 36<sup>th</sup> International Applied Military Psychology Symposium, Split, Croatia.
- Huffman, A. H., Adler, A. B., Calhoun, M., & Castro, C. A. (2000, May). *Measuring sleep and work demands in U.S. Army senior leaders*. Poster presented at the 15<sup>th</sup> European Sleep Research Society, Istanbul, Turkey.
- Huffman, A. H., Adler, A. B., & Castro, C. A. (2000, August). *Deployment history and well-being of military personnel: The gender effect*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Richard, L., & Huffman, A. H. (2000, August). *Impact of commuter war on military personnel*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

## 1999

- Adler, A. B., Huffman, A. H., & Castro, C. A. (1999, August). *Psychological screening with deployed and nondeployed soldiers*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.
- Castro, C. A., Adler, A. B., & Huffman, A. H. (1999, November) *Psychological screening of U.S. peacekeepers in Bosnia*. Paper presented at the 41st annual conference of the International Military Testing Association (IMTA) and NATO Officer Selection Workshop, Monterey, CA.
- Huffman, A. H., Adler, A. B., & Castro, C. A. (1999, August). *The impact of deployment history on the well-being of military personnel*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

## SELECTED TECHNICAL REPORTS

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- Payne, S. C., Huffman, A. H., & Tremble, T. R., Jr. (2002). *The influence of organizational commitment on officer retention: A 12-year study of U.S. Army officers*. Final report published by PricewaterhouseCoopers Endowment for the Business of Government.
- Castro, C.A., Adler, A.B., Huffman, A.H., & Bienvenu, R. V. (2001). *The physical and psychological status of soldiers in garrison compared to military personnel in Bosnia* (Publication No. ADA381958). Alexandria, VA: Defense Technical Information Center.

Martinez, J. F, Huffman, A.H., Adler, A.B., & Castro C.A. (2000). *Iron Soldiers: Psychological screening of soldiers supporting task force hawk* (Publication No. ADA380599). Alexandria, VA: Defense Technical Information Center.

Adler, A. B., Huffman, A. H., & Castro, C. A. (1999). *Psychological screening with deployed and nondeployed soldiers* (Publication No. ADA361535) Alexandria, VA: Defense Technical Information Center.

Huffman, A. H., Adler, A. B., & Castro, C. A. (1999). *The impact of deployment history on the well-being of military personnel* (Publication No. ADA361109). Alexandria, VA: Defense Technical Information Center.

## EMPLOYMENT HISTORY

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<b>Associate Professor</b> Psychology & Management Northern Arizona University	Aug 10 – present
<b>Assistant Professor</b> Psychology & Management Northern Arizona University	Aug 05 – Jul 10
<b>Visiting Assistant Professor</b> Psychology Rice University, Houston, Texas	July 04 – May 05
<b>Adjunct Faculty Member</b> Psychology Texas A & M University, College Station, TX.	Jun 04 – Aug 04
<b>Research Fellow</b> Army Research Institute, Alexandria, Virginia	Sep 03 – May 04
<b>Research Assistant</b> Texas A & M University, College Station, TX.	Aug 01- Sep 03
<b>Principal Investigator</b> U.S. Army Medical Research Unit - Europe, Walter Reed, Army Institute of Research, Germany	Nov 97 – Jul 01
<b>Instructor</b> Central Texas College, Okinawa, Japan	June 95 – November 97

## TEACHING INTERESTS

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Industrial psychology/human resource management; organizational psychology/organizational behavior; personnel selection; management; research methods; statistics

## **NAU SERVICE ACTIVITIES**

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Global Learning Initiative (2011-2012)  
PSYCHStep (International Education for Psychology, Chair, 2007-present)  
Intercollegiate Athletic Committee (2009-present)  
NAU environmental caucus (2008-present)  
SBS Global Village Committee (2008-2009)  
SBS Curriculum Committee (2005-2007)  
Psychology Masters Program Committee (2005-present)  
SBS Open House Committee (2005)  
General Search Committee (2006)  
Measurement and Statistics Search Committee (2006-2007)  
Department COFs and Annual Review Committee (2006-2007)  
SBS Grade Appeals Committee (2005)  
Psi Chi Conference Advisor (2006-2007)

## **OTHER SERVICE ACTIVITIES**

---

Editorial Board: International Public Management Journal (2005-current), Military Psychology Journal (2009-current)  
Reviewer: Human Resource Management, Journal of Occupational Health Psychology, Journal of Managerial Issues, Organizational Studies, Military Psychology, Society for Industrial and Organizational Psychology conference, Academy of Management conference, Organizational Behavior Division, Sloan Work-Family Encyclopedia

## **PROFESSIONAL ORGANIZATIONS**

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Academy of Management, 2002-present  
Society for Industrial & Organizational Psychology, 2001-present  
Society of Human Resource Management, 2012-present  
Houston Area of Industrial Organizational Psychology, 2001-2004  
American Psychological Association, 1999-present  
European Branch-American Counseling Association, 1996-2003 (Board of Governors, 1998-1999)  
Chi Sigma Iota Honor Fraternity, 1996-2001 (1996-officer)

## **AWARDS**

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Social and Behavioral Sciences Career Milestone Award (2012)  
Northern Arizona University Most Promising New Scholar Award (2009)  
Work-Family Early Scholar Award, Sloan Foundation (2007-2008)  
American Psychological Association Division 19 Travel Award (2004; \$500)  
Texas A&M Liberal Arts Dissertation Award (2004; \$2,500)  
Texas A&M University Student Research Week, 1<sup>st</sup> Prize (2003)  
Distinguished Member Award, American Counseling Association-European Branch (2001)  
Commander's Award for Public Service (2000)  
Certificate of Achievement, Department of the Army (1998, 1999, 2000a, 2000b)  
Scholarship, University of Maryland Graduate Program (1997)  
Dean's List - University of Maryland (1996)

## **Dual-Military Marriages:**

### **Which Gender Receives the Supervisor's Support?**

A dual-military marriage is defined as a “married couple in which both partners are enlisted or commissioned by the military” (Huffman & Payne, 2006). Approximately 8.9% of married personnel in the U.S. Army are dual-military personnel (Department of the Army, 2009). Whereas there has been much research that examined work (e.g., Deans & Byrne, 2009) and family (e.g., Bradley, 2007) experiences in the military, there have been few studies that have examined the wellbeing of dual-military personnel.

Dual-military personnel deal with stressors that stem from both the work and the family domain. Negative outcomes associated with these stressors can decrease when the personnel believe that the organization is supportive of their work-family needs (Huffman, Youngcourt & Castro, 2008). Family supportive supervisor behavior (FSSB), one type of support, has been shown to positively influence employees through emotional support, instrumental support, role modeling behaviors and creative work-family management (Hammer, Kossek, Zimmerman, & Daniels, 2007).

The current study examined whether dual-military women, when compared to men, experience different work-family support mechanisms that could result in decreased wellbeing. According to the differential vulnerability hypothesis (McDonough & Walters, 2001) women are more likely to appraise stress as being more taxing (Eaton & Bradley, 2008) due to their avoidance of discomfort which suggests they would benefit from supervisor support. Yet paradoxically, gender itself could influence provisions of support. Since the military is considered a gendered occupation (Blackburn & Jarman, 2006), men could be provided with support that is not necessarily provided to women. Based on this gendered structure and the

premises of ascriptive allocation of resources (Bielby, 2000), it is proposed that men receive more support at work compared to women and that these support mechanisms explain why gender is related to wellbeing.

### **Method/Results/Discussion**

Participants were part of a larger study that examined the experiences of married military personnel. Inclusion criterion was dual-military marriage status ( $N=133$ ). Participants completed measures of wellbeing (GHQ; Goldberg & Huxley, 1980) and FSSB (Hammer et al., 2007). Results showed that men ( $M=2.74$ ,  $SD=0.43$ ) experienced higher levels of wellbeing than women ( $M=2.58$ ,  $SD=0.40$ ,  $F_{(1,132)}=5.89$ , partial  $\eta^2=.04$ ). Additionally, men reported that their supervisors provided more supportive behavior for three of the four types of FSSB (emotional, role model, instrumental). Results of the Bootstrap estimation (Preacher & Hayes, 2004) indicated that these FSSB factors mediated the relationship between gender and wellbeing.

The findings that women are not provided with similar support mechanisms that are afforded to men could be problematic since gender differences at work have been shown to be attributed to the management of stress (Bellman, Forster, Still, & Cooper, 2003). If women in dual-military marriages are not offered support, they are at an additional disadvantage in the workplace when compared to men. The findings provide insight to the importance of family supportive supervisor behaviors for men indicating that when support was high the resultant wellbeing was high. Future studies need to examine strategies to ensure that women receive similar types of supportive behaviors.

Nathan D. Ainspan <nathanainspan@me.com>  
To: <ann.huffman@nau.edu>  
Cc: Division 19 Military <div19prog@gmail.com>  
Dual Military Marriages proposal

January 22, 2014 7:10 AM

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On behalf of Division 19 (Military Psychology) I want to congratulate you. The division program committee has now completed formal reviews.

I am delighted to inform you that your proposal listed above has been accepted for the 2014 convention.

Your proposal has been accepted in the Division 19 program as a POSTER, which is **tentatively** scheduled for Friday morning, August 8th. We had a substantial number of submissions this year and even fewer hours available to us. In order to accommodate as many submissions as possible, the vast majority of paper submissions were accepted as poster presentations. If a poster presentation is not acceptable to you, please contact me immediately.

Keep in mind that APA will determine the exact date, time, and location of the session for the APA convention. These details should be solidified during the next few months and you will receive confirmation of the presentation date and time by mail.

As first author of this submission, please pass the good news on to any co-presenters and be sure to have your presenters ready as August draws near.

Again, Congratulations! From those of us who are locals, we look forward to welcoming you to Washington, DC!

Very Respectfully,

Nathan D. Ainspan

Division 19 Convention Program Chair

[nathanainspan@me.com](mailto:nathanainspan@me.com)

## **Military and Family Boundaries:**

### **How Integration Buffers Dual-Military Marriages**

Dual-career families are characterized by partners who are both committed to their professional occupations (Huffman & Frevert, 2014). Being in a dual-career family brings unique demands on each individual and on the family as a whole (Elloy & Mackie, 2002). Dual-military couples, a type of dual-career marriage, encounter their own unique demands due to the nature of the military (e.g., living separately; Huffman & Payne, 2005). For both groups it can be a challenge to find a balance between family and work demands, which hinders important work and family outcomes.

Job Demands-Resources model (Bakker & Demerouti, 2006) provides rationale for why dual-career marriages can potentially lead to role conflict (Elloy & Mackie, 2002). We propose that both dual-career and dual-military personnel possess similar levels of work resources and work demands. So although the groups experience *unique* resources and demands, they are both equally at risk to role conflict (Hypothesis 1).

However, we expect that differences in the two groups would emerge on how WFC impacts important outcomes, such as job performance and family satisfaction. Boundary theory suggests that the more roles are integrated the less impact they have on role boundary violations (Ashcroft, Kreiner, & Fugate, 2000). Dual-military couples have higher amounts of role integration than other couples (Teplitzky, 1988) and therefore the interaction between work and family leads to fewer negative outcomes. Not only does this integration provide for flexibility, but the role contrast between the two couples is minimal making the transition from work to family more manageable (Ashcroft et al., 2000). We hypothesize that WFC would have a more detrimental effect for dual-career couples than



dual-military couples for both job performance (Hypothesis 2) and family satisfaction (Hypothesis 3).

### **Methods/Results/Discussion**

Military members who were either dual-career or dual-military were recruited from units from several Army installations. Participants (N=302) completed a survey that examined work-family conflict (Carlson, Kacmar & Williams, 2000), family satisfaction (Carver & Jones, 1992), and job performance (Griffen, Neal & Parker, 2007).

As expected, an ANOVA showed no significant differences in WFC between groups ( $F(1, 254) = 0.10, p=.75$ , partial eta squared = .00) supporting hypothesis 1. Difference test between two independent *rs* showed differences in strength for WFC-job performance relationship for dual-career (WFC-T  $r=-.22$ ; WFC-S  $r=-.27$ ;  $z=2.0$ ) and dual-military (WFC-T  $r=.01$ ; WFC-S  $r=-.03$ ;  $z=1.8$ ) supporting hypothesis 2. The WFC-family satisfaction relationship was similar for both samples rejecting hypothesis 3.

Our results provide support for the contention that work-family boundaries are more flexible for dual-military couples than for dual-career couples, allowing for more work-family management. We found that although both dual-career and dual-military couples experience role conflict, the effects on job performance (but not family satisfaction) were most detrimental for dual-career couples. It could be that the resources gained from being in a dual military marriage (e.g., shared understanding of military expectations) could buffer the stressors of role conflict. Interestingly, for both groups there was a strong negative relationship between WFC and family satisfaction, suggesting that this buffering effect might not protect the family domain.

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Table 1

*Descriptive Statistics by Dual-Career and Dual-Military Status*

	Mean	SD	1	2	3	4	5	6
1. Number of Children	1.39	.49	--	.078	.010	.050	-.071	-.081
2. Sex	1.10	.30	.072	--	-.025	.113	.080	-.115
3. Time-based WFC	3.78	.98	.023	-.049	--	.604**	.005	-.325**
4. Strain-based WFC	3.03	1.00	-.039	.000	.559**	--	-.029	-.473**
5. Performance	4.19	.64	.057	.073	-.221*	-.274**	--	.256**
6. Job Satisfaction	3.22	1.02	.056	.094	-.422**	-.279**	.184*	--
Mean			1.46	1.47	3.67	3.05	4.31	3.16
SD			.50	.50	1.02	1.10	.64	.98

*Note.* Dual-career is displayed on left diagonal and dual-military is displayed on right diagonal; \*Correlation is significant at the 0.05 level (two-tailed); \*\* Correlation is significant at the 0.01 level (two-tailed);  $N = 302$

Nathan D. Ainspan <nathanainspan@me.com>  
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Cc: Division 19 Military <div19prog@gmail.com>  
Military and Family Boundaries

January 22, 2014 6:55 AM

---

Apologies - I was referencing your proposal on [military and Family Boundaries: How Integration Buffers Dual-Military Marriages](#). It was accepted as a poster.

On Jan 22, 2014, at 8:53 AM, Nathan D. Ainspan <nathanainspan@me.com> wrote:

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Very Respectfully,

Nathan D. Ainspan

Division 19 Convention Program Chair

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